1984

CAGE

WARRANT

for

SPECIAL TOWN MEETING

NOVEMBER 14, 1984

AT THE HIGH SCHOOL

INDEX OF ARTICLES

FOR

1984 SPECIAL TOWN MEETING

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WARRANT FOR SPECIAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

To any of the Constables of the Town of Wayland, in said County:

Greetings:

In the name of the Commonwealth you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet in the Field House of the Wayland High School on

Wednesday, November 14, 1984

at 7:45 P.M., then and there to act on the following articles:

NOTE: It is the intention of the Finance Committee to request of the Town that if adjourned meetings be necessary to complete the action on the Warrant, they be held Thursday, November 15, and Monday, November 19, 1984.

NOTE: For all articles regarding appropriations, a majority quantum of vote is required, assuming that monies will be provided from available funds or transferred funds. If borrowing or other extraordinary sources of funds are involved, a two-thirds vote is required.

Certain articles request the action of Town Meeting under its general legislative powers (i.e., to hear and accept reports, to appoint a committee, to adopt a resolution or "sense of the meeting" vote, etc.), and in such cases no particular statute is referenced. Town Counsel has advised that, as a matter of common-law precedent in Massachusetts, such matters are to be decided by a majority vote.

ARTICLE 1. TRANSFER OF FUNDS - WATER DEPARTMENT

Proposed by: Water Commissioners

Estimated Cost: $40,000

Article 1. To see if the Town will appropriate the sum of $40,000 to be expended by the Water Commissioners to supplement the amount previously appropriated under Article 7 of the 1984 Annual Town Meeting for cleaning and painting the Town's 500,000-gallon storage tank, and that such sum be provided by transfer of available funds in Water Department - New Standpipe Account; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Water Commissioners to see if the Town will vote to transfer $40,000 from available funds in the New Standpipe Account to pay for maintenance work on the Town's 500,000-gallon water storage tank. $56,000 was appropriated for this purpose from the same account at the 1984 Annual Town Meeting last spring. Since that time, the estimate for the cost of the job (including cleaning, sandblasting, painting, chlorination, testing, and general maintenance) has been refined. In addition, the engineer has recommended that the tank be drained and inspected before the work is done, to see if the tank is in good enough condition to last a number of years. If the tank is in poor condition, it would be more cost-effective to replace it than to refurbish it. Approximately $5,000 of the entire appropriation will fund the project through the inspection stage; at that point the Water Department will determine whether to proceed with the project. It is advisable to appropriate the full sum at this time to allow the Water Commissioners to complete the job, if the engineer recommends going forward, before the peak period of water usage next summer. A replacement tank would cost approximately $500,000, and would be the subject of an article at a later Town Meeting.

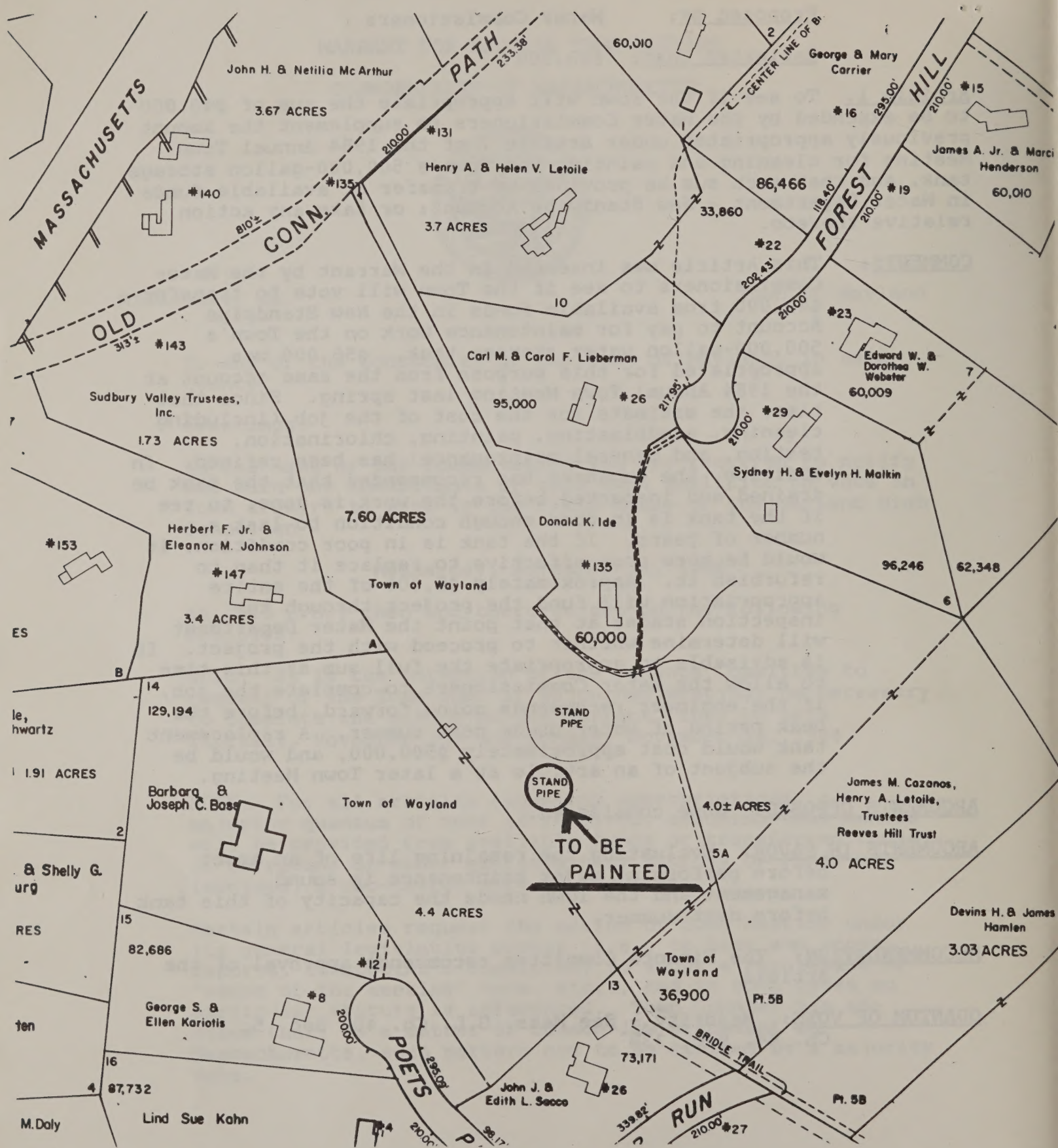
ARGUMENTS OPPOSED: None considered.

ARGUMENTS IN FAVOR: Evaluating the remaining life of an asset before performing major maintenance is sound management and the Town needs the capacity of this tank before next summer.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

ARTICLE 1. TRANSFER OF FUNDS - WATER DEPARTMENT



ARTICLE 2. TRANSFER ORCHARD LANE PROPERTY

Proposed by: Housing Authority

Article 2. To see if the Town will vote to transfer the care, custody, management and control of a vacant parcel of land currently in the control of the School Committee for school purposes (herein referred to as the "Orchard Lane Parcel"), which land is approximately 13.72 acres, more or less, and is located off Orchard Lane and shown as Lot 15 on Land Court Plan 4303F entitled "Subdivision Plan of Land in Wayland," dated January 4, 1956, by Everett M. Brooks, Co., Civil Engineers, filed in the Land Registration Office, a copy of which is filed with the South Middlesex Registry District of the Land Court with Certificate of Title No. 90459 in Registration Book 582, Page 109, in the following manner:

1. Transfer to the Board of Selectmen the care, custody, management and control of a portion of the Orchard Lane Parcel, which portion shall not exceed six acres and the precise boundaries of which shall be determined by the Selectmen and the Wayland Housing Authority, for the purpose of sale and conveyance of such portion by the Selectmen to the Housing Authority in order for the Authority to construct not more than 44 units of low-income elderly, handicapped and family housing, as such housing is defined in Chapter 121B of the General Laws or any successor statute, and

2. Transfer to the Conservation Commission the care, custody, management and control of the remaining portion of the Orchard Lane Parcel not so conveyed to the Housing Authority for low-income housing (which remaining portion shall be at least 7.7 acres), to be held by the Conservation Commission for conservation purposes, including passive outdoor recreation, as provided under Chapter 40, Section 8C of the General Laws;

provided, however, that such transfers are not authorized, unless the School Committee shall have notified the Board of Selectmen prior to January 1, 1985 that it has determined that said land is no longer needed for school purposes; or take any action relative thereto.

COMMENTS: This Article with the following Article were inserted in the Warrant by the Wayland Housing Authority. These two Articles serve to authorize the Board of Selectmen and the School Committee to initiate the various official actions required to enable the Wayland Housing Authority to proceed to construct 44 units of housing on Orchard Lane; that site is now in the custody and control of the School Department. The first Article considers those actions which require a two-thirds majority vote, that is a transfer from the School Committee to the Board of Selectmen of a portion of the site for housing and the transfer to the Conservation Commission of approximately 7.7 acres, not required by the Housing Authority.

The second Article addresses that portion of the process requiring majority votes - that is, the sale of the land by the Board of Selectmen to the Wayland Housing Authority of 6 acres for $44,000, and the actual authorization of the project itself. As all voters may know, the School Committee has voted not to convey or surrender the site for this project and all Boards involved agree that the School Committee's decision is legally conclusive as it stands. The School Committee can, if it so wishes, alter that position.

A third Article, submitted by petitioners, is not legally binding, but rather is a sense of the Meeting vote addressed to the School Committee.

If the Town Meeting passes both this Article and the following Article by the required majorities, the project can not proceed unless the School Committee decides to reconsider its earlier vote and thereby release the land. If either of the first two Articles fails to pass, then no action of the School Committee can initiate the project. There is no reason at this writing to believe that the School Committee will change its decision.

It is not necessary to describe in detail the litigation that has occurred since the project was presented at the November, 1981 Special Town Meeting when voting on a majority basis only, the Town generally approved the project. Litigation by neighbors and abutters ultimately resulted in the setting aside of the Town Meeting vote by the Masachusetts Supreme Judicial Court which ruled that a two-thirds majority was required for a "change of use" but was not obtained. The Wayland Housing Authority has now brought the matter back to this Special Town Meeting seeking the approval by two-thirds majority vote. A complete review of the history of the project and of architectural plans for construction will be made at the Town Meeting by the Housing Authority.

There are moral and ethical questions on each side of this issue. There is the responsibility of the Town to provide adequate housing for low-income citizens. There is also the issue of a potential loss of neighborhood property values. These issues are more appropriately determined by Town Meeting, and for this reason, the Finance Committee is not commenting on these moral and ethical concerns.

ARGUMENTS OPPOSED: Wayland Town Meetings have traditionally given heavy weight to the views of neighbors and abutters in matters of change which may affect them. The opposition of some of the neighborhood has been intense.

The School Committee believes that retention of school sites is in the best long-run interest of the Town.

ARGUMENTS IN FAVOR: State aid to cities and towns in many categories is adversely affected if municipalities fail to meet State policy or standards in low-income housing and other social areas. Failure by Wayland to meet those standards may jeopardize grants or actually reduce State aid.

RECOMMENDATION: The Finance Committee recommends approval of all three Articles. Further, we urge all Town Boards and all litigants to accept as final the vote of Town Meeting and the subsequent School Committee response - to be promptly rendered. If the project is approved, we urge the litigants to graciously accept the result. If the Town Meeting does not approve, we ask that the Wayland Housing Authority seek alternative sites and programs to help sustain our position in the State aid programs. We believe the controversy surrounding the site has continued long enough.

QUANTUM OF VOTE: Two-thirds - See Mass. G.L. Ch. 40, Sec. 15A

ARTICLE 2. TRANSFER ORCHARD LANE PROPERTY

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ARTICLE 3. CONVEY ORCHARD LANE PROPERTY

ARTICLE 2. TRANSFER ORCHARD LANE PROPERTY

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ARTICLE 3. CONVEY ORCHARD LANE PROPERTY

PROPOSED LAND USE FOR ORCHARD LANE SITE

ARTICLE 2. TRANSFER ORCHARD LANE PROPERTY

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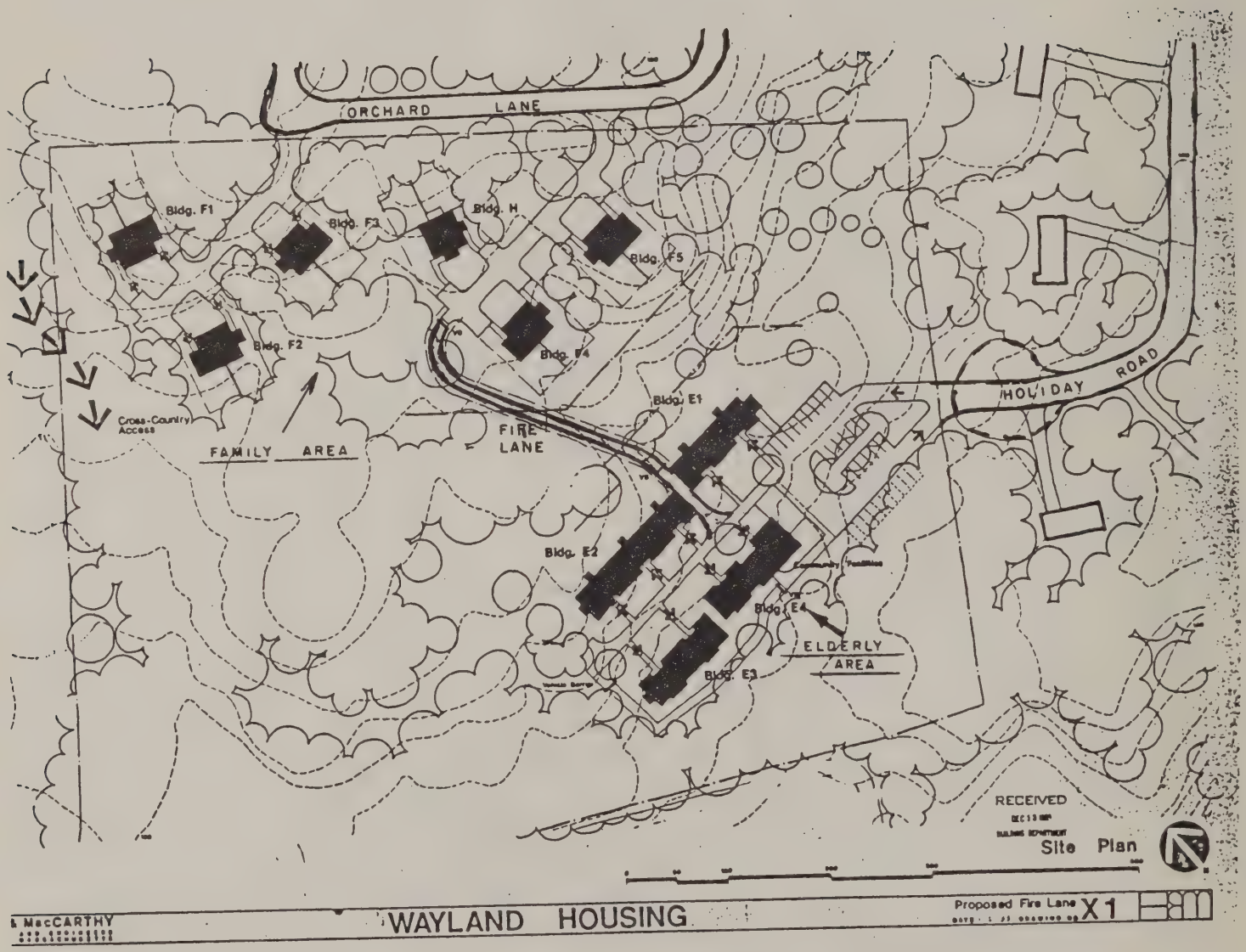
ARTICLE 3. CONVEY ORCHARD LANE PROPERTY



ARTICLE 3. CONVEY ORCHARD LANE PROPERTY

Proposed by: Housing Authority

Article 3. To see if the Town will take the following actions:

1. Authorize the Board of Selectmen, with the approval of the Finance Committee and of Town Counsel as to form, to sell and convey to the Wayland Housing Authority that certain portion of a vacant parcel of land located off Orchard Lane and shown as Lot 15 on Land Court Plan 4303F entitled "Subdivision Plan of Land in Wayland," dated January 4, 1956, by Everett M. Brooks, Co., Civil Engineering, filed in the Land Registration Office, a copy of which is filed with the South Middlesex Registry District of the Land Court with Certificate of Title No. 90459 in Registration Book 582, Page 109, which portion of said parcel shall be not more than six acres and is intended to be the same land as the Town may by vote authorize to transfer to the Board of Selectmen for such sale and conveyance pursuant to Article 2 of the Warrant for the November 14, 1984 Special Town Meeting, for the purpose of constructing not more than 44 units of low-income elderly, handicapped and family housing, and specify the minimum consideration to be paid therefor; and

2. Authorize and empower the Housing Authority to erect a new project for the housing of elderly persons of low income pursuant to the appropriate provisions of General Laws Chapter 121B, as the Housing Authority deems to be reasonably necessary and feasible;

or take any action relative thereto.

COMMENTS: See Article 2.

ARGUMENTS OPPOSED: See Article 2.

ARGUMENTS IN FAVOR: See Article 2.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 3; Mass. G.L. Ch. 121B, Sec. 39

ARTICLE 4. PETITION TO SCHOOL COMMITTEE

Proposed By: Petitioners

Article 4. To see if the Town will vote respectfully to request the School Committee to reconsider its vote of August 27, 1984, and to reaffirm its previous vote of October 26, 1981 to abandon its control over the so-called Orchard Lane school site (assuming a favorable vote on actions proposed under Articles 2 and 3 of the Warrant for the November 14, 1984 Special Town Meeting), for the sole and specific purposes that a portion of said site be transferred to the Selectmen and thereafter conveyed to the Wayland Housing Authority for the construction and operation of low-income elderly, handicapped and family housing, in accordance with a pending grant from the Commonwealth of Massachusetts to the Authority and with existing plans, and that portions of said site which are not needed for this purpose be transferred to the Conservation Commission for conservation purposes; or take any action relative thereto.

COMMENTS: See Article 2.

ARGUMENTS OPPOSED: See Article 2.

ARGUMENTS IN FAVOR: See Article 2.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority

ARTICLE 5. ACQUIRE BOWLES LAND

Proposed by: Conservation Commission

Estimated Cost: $39,000 Net of State Aid

Article 5. To see if the Town will acquire for conservation purposes, including outdoor recreation, by purchase, eminent domain, gift or otherwise, the fee or any lesser interest in all or any portion of certain lands in Wayland, located on Plates 51d and 52 of the Town Atlas and shown on a plan entitled "Plan of Land in Wayland, Mass. Showing Portions of Lands Proposed to be Acquired by the Town of Wayland" dated March 2, 1984 and revised September 24, 1984 by the Wayland Engineering Department, which plan is on file with the Town Clerk, and being more particularly described as follows:

Beginning at a stone bound on the southerly sideline of French Street, 191.45 feet southeasterly of the intersection of said sideline and the southerly sideline of Commonwealth Road, thence

N 84-52-00 E,	nine and 00/100 (9,00) feet, thence
S 08-55-47 W,	one hundred seven and 36/100 (107.36) feet, thence
S 05-07-09 E,	one hundred sixty-eight and 68/100 (168.68) feet, thence
S 78-57-29 E,	one hundred fifty-six and 45/100 (156.45) feet, thence
S 80-14-18 E,	ninety-one and 66/100 (91.66) feet, thence
Northerly,	two hundred fifty (250) feet more or less to land of Paul and Dorothy Daly, thence
Easterly,	seventy-five and one-half (75 1/2) feet (Deed Dist.) more or less by land of said Paul and Dorothy Daly, to land of William Kenney and Mary Daly, thence
Southeasterly,	one hundred eleven and one-half (111 1/2) feet by land of Kenney and Daly and land of Gordon and Wilma Shedd, thence
Easterly,	one hundred fifty and 8/10 (150.8) feet, by land of Gordon and Wilma Shedd and by land of Anne M. Treadwell and Jerome D. Smith, thence
Northerly,	twenty-three (23) feet more or less to land of Farese Realty Trust, thence
Easterly,	four hundred sixty-six (466) feet more or less by land of said Trust, thence

Southerly,	four hundred thirty-five (435) feet more or less by land of said Trust to land of the Commonwealth of Massachusetts, Cochituate Aqueduct, thence
Westerly,	seven hundred ten (710) feet by land of the Commonwealth of Massachusetts, thence
Northwesterly,	one hundred sixty-three and one-half (163 1/2) feet by land of the Commonwealth of Massachusetts, thence
Southerly,	seventy-seven (77) feet by land of the Commonwealth of Massachusetts, thence
Southwesterly,	one hundred forty-four (144) feet by land of the Commonwealth of Massachusetts, thence
Westerly,	one hundred forty-two (142) feet by land of the Commonwealth of Massachusetts, thence
Northwesterly,	sixty-six (66) feet by land of Lama Realty Trust, thence
Westerly,	eighty (80) feet by land of Lama Realty Trust, thence
Northwesterly,	two hundred eighty-five (285) feet more or less by land of Lama Realty Trust to land of Clifford and Elizabeth Shay, thence
Northeasterly,	one hundred forty and 54/100 (140.54) feet by land of said Shay, thence
Northerly,	two hundred sixty-six and 25/100 (266.25) feet by land of said Shay to the southerly sideline of Commonwealth Road, thence
Northeasterly,	one hundred fifty-nine and 68/100 (159.68) feet, along the southerly sideline of Commonwealth Road to the southerly sideline of French Street, thence
Southeasterly,	one hundred ninety-one and 45/100 (191.45) feet by the southerly sideline of French Street to the point of beginning.

to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the General Laws, or otherwise, and to authorize the Conservation Commission on behalf of the Town to apply or contract for and accept any State or Federal aid or aid from any other public or private sources for the purposes of this Article; or take any action relative thereto.

COMMENTS: The tract of land to be acquired under this Article consists of two parcels of land, 4.66 acres owned by Regina M. Bowles and 9.7 acres owned by Thomas W. Bowles. As can be seen from the accompanying map, the land has frontage on both Commonwealth Road and French Avenue. Snake Brook runs very near and roughly parallel to the southern boundary of both of these parcels on the abutting property which is the former Cochituate Aqueduct land now owned by the Commonwealth of Massachusetts.

These parcels of land have been included in the Land Conservation Plan since 1967 as one of several adjoining parcels proposed to be acquired along Snake Brook. This land has good recreational potential and some of this land has recently been in agricultural use. It is the intention of the Conservation Commission to continue agricultural use as one of its management objectives.

This property was the subject of an article that was proposed by the Conservation Commission at the 1984 Annual Town Meeting calling for an appropriation of $60,000 for the Town's portion of the cost. The Article was defeated at that time. The Conservation Commission has received an extension of the purchase and sale agreement for this land until July 1, 1985. No funds would be expended by the Town until the Town received a commitment from the State to fund at least 70% reimbursement, or $90,300. The Town's expenditure would be 30% of the asking price of $129,000, or approximately $39,000.

ARGUMENTS OPPOSED: The acquisition of this land, at a cost of $39,000 to the Town, competes with other activities for limited Town Funds, and may be a lesser priority.

ARGUMENTS IN FAVOR: This Article follows the Conservation Master Plan which has been approved by the Town and given high priority in the past. Conservation of this land is very important for the protection of Snake Brook and Lake Cochituate from pollution.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 8C; See also vote under Article 16 of 1983 Annual Town Meeting (Note: If eminent domain is requested, a two-thirds vote is required under Ch. 40, Sec. 8C)

ARTICLE 5. ACQUIRE BOWLES LAND

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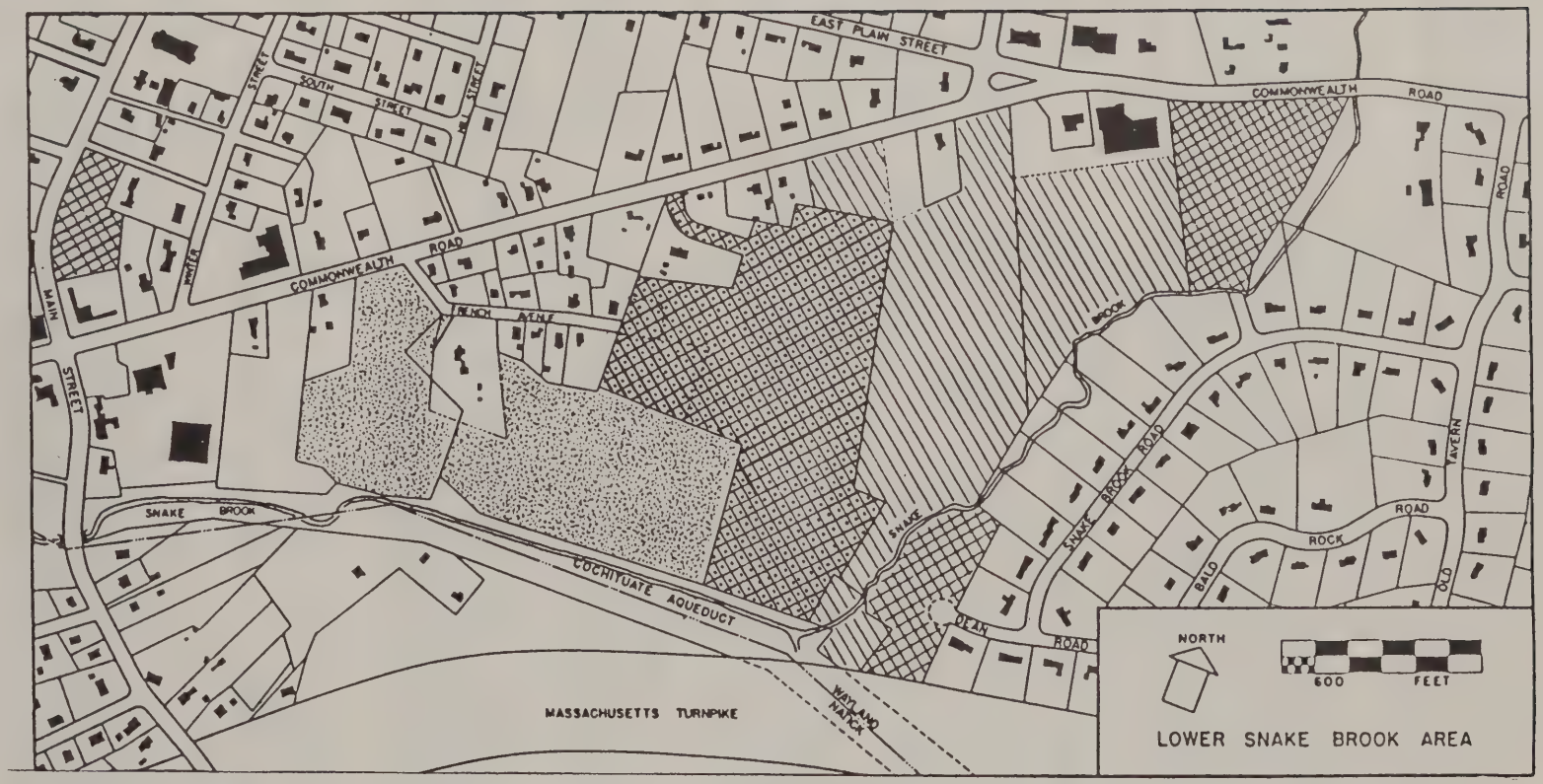
ARTICLE 6. ACQUIRE FARESE LAND



MAP SHOWING THE BOWLES LAND AND FARESE LAND PROPOSED FOR ACQUISITION.

Bowles land proposed for acquisition under Article 5.

Farese land proposed for acquisition under Article 6.

Existing Town-owned land.

Other possible future acquisitions shown on Land Conservation Plan.

ARTICLE 6. ACQUIRE FARESE LAND

Proposed by: Conservation Commission

Estimated Cost: $17,000 Net of State Aid

Article 6. To see if the Town will acquire for conservation purposes, including outdoor recreation, by purchase, eminent domain, gift or otherwise, the fee or any lesser interest in all or a portion of certain lands in Wayland, located on Plate 52 of the Town Atlas containing 14.7 acres more or less owned by The Farese Realty Trust, Sabino P. Farese, Trustee, being the same parcel shown as containing 16.09 acres on a plan entitled "Plan of Land in Wayland, Mass. Owned by George & Ada M. Ames" dated August 7, 1961 by MacCarthy Engineering Service, which plan is on file with the Town Clerk, but excepting from said parcel 0.46 acres of land shown as Parcel 1 on a plan entitled "Plan of Land in Wayland, Mass. Owned by Ada M. Ames" dated August 27, 1973 by MacCarthy Engineering Service Inc., also on file with the Town Clerk, and .92 acres of land described as Parcel 2 in a deed recorded in Book 9880 Page 564 at the Middlesex South Registry of Deeds in Cambridge, Mass., and being more particularly described as follows:

beginning at a point on the southerly sideline of Commonwealth Road S 67-49-30 W, one hundred eleven and 89/100 (111.89) feet,

from a stone bound at the property line between Joseph B. & Cora J. Hallenbrook and George and Ada M. Ames, thence

Southwesterly,	twenty five and 48/100 (25.48) feet along a curve to the left having a radius of 20.00 feet, thence
S 05-10-30 E,	eighteen and 36/100 (18.36) feet, thence
Southeasterly,	one hundred two and 76/100 (102.76) feet, along a curve to the left having a radius of 75.00 feet, thence
Easterly,	one hundred forty six and 86/100 (146.86) feet along a curve to the right having a radius of 1574.12 feet, thence
N 11-40-14 E,	sixty one and 52/100 (61.52) feet, thence
S 86-53-17 E,	one hundred seven and 75/100 (107.75) feet, thence
N 03-40-13 E,	seventy two and 09/100 (72.09) feet, thence
S 87-05-07 E,	two hundred ninety seven and 31/100 (297.31) feet, thence
S 01-10-33 W,	eight hundred nine and 55/100 (809.55) feet, thence
S 73-13-27 E,	one hundred three and 84/100 (103.84) feet, thence

S 23-48-03 W,	two hundred sixty five and 16/100 (265.16) feet, thence
N 61-09-05 W,	twenty two and 52/100 (22.52) feet, thence
S 20-21-55 W,	one hundred sixty three and 16/100 (163.16) feet, thence
N 78-14-27 W,	three hundred thirty two and 00/100 (332.00) feet, thence
N 07-57-03E,	four hundred thirty five and 43/100 (435.43) feet, thence
N 75-11-57 W,	four hundred sixty seven and 93/100 (467.93) feet, thence
N 12-33-37 E,	three hundred forty eight and 10/100 (348.10) feet, thence
N 89-26-14 E,	two hundred eighty nine and 12/100 (289.12) feet, thence
N 11-40-14 E,	one hundred five and 00/100 (105.00) feet, thence
Westerly,	one hundred forty two and 20/100 (142.20) feet along a curve to the left having a radius of 1524.12 feet, thence
Northwesterly,	one hundred seventy one and 26/100 (171.26) feet along a curve to the right having a radius of 125.00 feet, thence
N 05-10-30 W,	seventeen and 87/100 (17.87) feet, thence
N 67-49-30 E,	sixty seven and 08/100 (67.08) feet to the point of beginning.

to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the General Laws, or otherwise, and to authorize the Conservation Commission on behalf of the Town to apply or contract for and accept any State or Federal aid from any other public or private sources for the purposes of this Article; or take any action relative thereto.

COMMENTS: The tract of land to be purchased under this Article consists of 14.7 acres and is located off the end of French Avenue. As can be seen on the accompanying map, the land has narrow frontage on both French Avenue and Commonwealth Road. It was formerly in agricultural use, but now consists mainly of meadow and shrub land. It slopes gently from West to East, toward a tributary of Snake Brook along the eastern boundary of the

property. The land near the tributary is very wet. As with the Bowles land, Snake Brook runs very near and parallel to the southern boundary of this property. It also abuts the Cochituate Aqueduct, land now owned by the Commonwealth of Massachusetts.

This land has been included in the 1967 Land Conservation Plan as one of several adjoining parcels of land to be acquired along Snake Brook. This land still has agricultural potential, and restoration of agricultural use will be one of the Commission's management objectives. Together with the Bowles land, there is excellent potential for a trail system and related passive recreation.

This Article was not included in the 1984 Annual Town Meeting with the Bowles land as the Conservation Commission and Mr. Farese had not then agreed on a price. The Conservation Commission now has an oral agreement with the owner and expects to have an executed purchase and sale agreement for Town Meeting. The agreed price is $58,000. As with the Bowles land, no funds would be expended by the Town until the Town received a commitment for the State to fund at least 70% reimbursement, or $40,600. The Town's expenditure would be 30%, or approximately $17,000.

ARGUMENTS OPPOSED: The acquisition of this land, at a cost of $17,000 to the Town, competes with other activities for limited Town Funds, and may be a lesser priority.

ARGUMENTS IN FAVOR: This Article follows the Conservation Master Plan which has been approved by the Town and given high priority in the past. Conservation of this land is very important for the protection of Snake Brook and Lake Cochituate from pollution.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 8C; See also vote under Article 16 of 1983 Annual Town Meeting (Note: If eminent domain is requested, a two-thirds vote is required under Ch. 40, Sec. 8C)

ARTICLE 7. AMEND WAGE AND SALARY PLAN

Proposed by: Personnel Board

Article 7. To see if the Town will vote to amend the Wage and Salary Classification Plan previously adopted by the Town by deleting the entire Article II, Section 1 of said Plan and substituting in place thereof the following new Article II, Section 1, such amendment to be effective as of July 1, 1984, except where otherwise indicated; or take any action relative thereto.

ARTICLE II

SALARY AND WAGE RATES

SECTION 1. The positions of all non-elected Town employees are classified under the following job titles with the wage and salary rates set forth:

ADMINISTRATIVE AND PROFESSIONAL*

FISCAL YEAR 1985 SALARY RANGE

POSITION TITLE	MIN.	MAX.
Executive Secretary	$34,000	$51,000
Admin.Financial Serv/Personnel	29,500	44,500
Administrative Assistant	19,000	28,000
Fire Chief	29,500	44,500
Police Chief	30,500	45,500
Town Accountant	25,000	38,000
Highway Superintendent	24,500	37,500
Park & Rec. Superintendent	24,500	37,500
Water Superintendent	24,000	36,000
Detached Social Worker	23,000	34,000
Treasurer/Collector	21,500	31,500
Town Surveyor	24,000	36,000
Building/Zoning Inspector	21,500	31,500
Library Director	20,000	30,000
Conservation Administrator	18,000	27,000
Data Processing Manager	23,000	34,000
Dog Officer	13,000	19,000
Supervisor of Joint Communications	15,000	23,000
Chief Operator W/S Septage Plant	20,000	30,000

* Ranges adjusted up 5% by Personnel Board, effective July 1, 1984.

NON-UNION SCHEDULE*

FISCAL YEAR 1985 SALARY RANGE

Grade	Minimum	1 Year	2 Years	3 Years
S-3	10,915	11,323	11,802	12,257
S-4	11,323	11,802	12,257	12,758
S-5	11,802	12,257	12,758	13,259
S-6	12,257	12,758	13,259	13,794

S-7	12,758	13,259	13,794	14,342
S-8	13,259	13,794	14,342	14,908
S-9	13,794	14,342	14,908	15,525
S-10	14,342	14,908	15,525	16,139
S-11	14,908	15,525	16,139	16,781
S-12	15,525	16,139	16,781	17,435
S-13	16,139	16,781	17,435	18,143
S-14	16,781	17,435	18,143	18,860
S-15	17,435	18,143	18,860	19,637
S-16	18,143	18,860	19,637	20,409
S-17	18,860	19,637	20,409	21,224
S-18	19,637	20,409	21,224	22,075
S-19	20,409	21,224	22,075	22,956
S-20	21,224	22,075	22,956	23,874

*Ranges adjusted up 5 1/2% by Personnel Board effective July 1, 1984

OFFICE STAFF - UNION*

Grade	Title	Fiscal Year	Start Sal.	After 1 Yr	After 2 Yrs	After 3 Yrs	After 4 Yrs	After 5 Yrs	After 6 Yrs
C-1	Apprent.	1985	8549	8914	9281	9628	10034	10400	10827
	Clerk	1986	9062	9449	9838	10206	10636	11024	11477
C-5	Junior	1985	10034	10400	10827	11256	11703	12172	12639
	Clerk	1986	10636	11024	11477	11931	12405	12902	13397
C-6	Mach.Rm.	1985	10400	10827	11256	11703	12172	12639	13147
	Clerk	1986	11024	11477	11931	12405	12902	13397	13936
C-7	Switchbd.	1985	10827	11256	11703	12172	12639	13147	13677
	Operator	1986	11477	11931	12405	12902	13397	13936	14498
C-8	Senior	1985	11256	11703	12172	12639	13147	13677	14227
	Clerk	1986	11931	12405	12902	13397	13936	14498	15081
C-12	Principal	1985	13147	13677	14207	14776	15366	15977	16608
	Clerk	1986	13936	14498	15081	15663	16288	16936	17604
CD-12	Dispatcher	1985	13190	13677	14213	14770	15376	16003	16608
		1986	13981	14498	15066	15656	16299	16963	17604
C-13	Park & Rec.	1985	13677	14207	14776	15366	15977	16608	17280
	Dept.Asst**	1986	14498	15081	15663	16288	16936	17604	18319
C-13	Build.Dept.	1985	13677	14207	14776	15366	15977	16608	17280
	Asst. ***	1986	14498	15081	15663	16288	16936	17604	18319
C-13	Asst.	1985	13677	14207	14776	15366	15977	16608	17280
	Treasurer	1986	14498	15081	15663	16288	16936	17604	18319
C-14	Super. of	1985	14207	14776	15366	15977	16608	17280	17951
	Accounts	1986	15081	15663	16288	16936	17604	18319	19028
C-14	Assessors	1985	14207	14776	15366	15977	16608	17280	17951
	Clerk	1986	15081	15663	16288	16936	17604	18319	19028
C-15	Payroll	1985	14776	15366	15977	16608	17280	17951	18663
	Super.	1986	15663	16288	16936	17604	18319	19028	19783

*Stipends are added by vote of the Personnel Board. Currently, Principal Clerk in the Water Department has a stipend of $500.
**Reclassification, effective 5/14/84
***Reclassification, effective 7/30/84

POLICE DEPARTMENT*

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
P-3	Lieutenant	1985	26,041	27,359	28,738	30,190
		1986	27,473	28,864	30,319	31,850
P-2	Sergeant	1985	22,513	23,621	24,798	26,041
		1986	23,751	24,920	26,162	27,473
P-1	Police Officer	1985	19,059	19,823	20,617	21,435
		1986	20,107	20,913	21,751	22,614

*Night differential of 3% of base pay. Stipend of $750 per year when officer serves as Investigative Officer; stipend of $2,000 per year for service as Youth Officer; stipend of $500 for service as Prosecuting Officer. Reflects salary increases for FY 1985 and FY 1986 negotiated with Union since last Annual Town Meeting.

FIRE DEPARTMENT*

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
F-5	Deputy Chief	1985	28,226	28,226	28,226	28,226
		1986	29,871	29,871	29,871	29,871
F-4	Captain	1985	22,934	23,730	24,560	25,424
		1986	24,288	25,127	26,003	26,914
F-3	Mechanic &	1985	21,605	22,368	23,157	23,977
	Electrician	1986	22,885	23,690	24,523	25,388
F-2	Clerk	1985	19,802	20,492	21,608	21,949
		1986	20,983	21,711	22,889	23,248
F-1	Firefighter	1985	18,957	19,617	20,297	21,005
		1986	20,069	20,765	21,482	22,229

*Firefighters qualified as Emergency Medical Technicians receive a stipend of $650 per year. Reflects salary increases for FY 1985 and FY 1986 negotiated with Union since last Annual Town Meeting.

WATER DEPARTMENT*

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
WS-15	Maintenance #1	1985	17,720	18,305	19,071	19,779
		1986	18,760	19,378	20,186	20,933
		1987	19,858	20,510	21,362	22,150
WS-11	Maintenance #2	1985	15,349	15,930	16,488	17,116
		1986	16,259	16,872	17,461	18,123
		1987	17,219	17,866	18,487	19,176
Contract Meter Reader		1985	.60 per meter read			

*Reflects salary increases for FY 1985, FY 1986 and FY 1987 negotiated with Union since last Annual Town Meeting.

OFFICE STAFF - NON-UNION

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Sec.to Exec.Sec.	1985	19,637	20,409	21,224	22,075
S-16	Secretary/* Word Proc.Coord.	1985	18,143	18,860	19,637	20,409
Hrly.	Sen.Sec.Aide**	1985	6.25	6.25	6.25	6.25
Hrly.	Sec.Aide**	1985	5.53	5.53	5.53	5.53

*Reclassification, effective 2/15/84
**Seasonal or intermittent employees. Not permanent employees, no fringe benefits.

TOWN SURVEYOR

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
S-18	Senior Eng.Aide	1985	19,637	20,409	21,224	22,075
S-14	Eng. Aide	1985	16,781	17,435	18,143	18,860

BOARD OF HEALTH

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
S-14	Assoc. Det'd. Social Worker	1985	16,781	17,435	18,143	18,860
Hrly.	Health Inspt'r.	1985	10.31	10.31	10.31	10.31
	Environ.Eng.(Contract)	1985	19,580			
	Coll.Dead Animals (Contract)	1985	600			
	Animal Insp. (Contract)	1985	630			

LIBRARY - UNION*

Grade	Title	Fiscal Year	Min.	After 1 Yr.	After 2 Yrs	After 3 Yrs	After 4 Yrs	After 5 Yrs
L-17	Childrens Libr.Head Tech.Serv.	1984	17710	18439	19164	19930	20727	21556
L-14	Asst. Libr.	1984	15758	16333	17036	17043	18409	19155
L-10	Admin.Asst. Head Circ.	1984	13467	13999	14579	15156	15762	16393
L-8	Asst.Child. Libr.	1984	12452	12953	13467	13999	14560	15142
L-6	Libr.Asst.	1984	11649	12131	12602	13103	13622	14161
L-C	Custodian	1984	11509	11981	12452	12953	13472	14011

NON UNION							
Hrly.Libr.Cl.	1985	5.67	5.67	5.67	5.67	5.67	5.67
Hrly.Libr.Page	1985	3.54	3.54	3.54	3.54	3.54	3.54
Pro. Librarian	1985	9.22	9.22	9.22	9.22	9.22	9.22

*Contract not yet settled for FY 1985.

HIGHWAY

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
H-11	Gen.Foreman	1985	9.56	9.89	10.21	10.56
		1986	10.09	10.44	10.77	11.14
	Master Mech.	1985	9.56	9.89	10.21	10.56
		1986	10.09	10.44	10.77	11.14
	Oper.Septage	1985	9.56	9.89	10.21	10.56
	Plant	1986	10.09	10.44	10.77	11.14
H-10	Working Foreman	1985	9.24	9.56	9.89	10.21
		1986	9.75	10.09	10.44	10.77
	Mechanic	1985	9.24	9.56	9.89	10.21
		1986	9.75	10.09	10.44	10.77
H-8	Equip.&Grader	1985	8.65	8.96	9.24	9.56
	Operator	1986	9.13	9.46	9.75	10.09
H-7	Heavy Equip.	1985	8.40	8.65	8.96	9.24
	Operator	1986	8.86	9.13	9.46	9.75
H-6	Med. Equip.	1985	8.12	8.40	8.65	8.96
	Operator	1986	8.57	8.86	9.13	9.46
H-4	Laborer-	1985	7.63	7.87	8.12	8.40
	Driver	1986	8.05	8.31	8.57	8.86
H-1	Laborer C	1985	6.94	7.17	7.40	7.63
		1986	7.32	7.57	7.81	8.05
Seas.Work.Foreman*		1984	4.75	4.75	4.75	4.75
Hrly.Misc.Lab.*		1984	3.50	3.50	3.50	3.50

*Seasonal and intermittent employees; not permanent employees.

PARK AND RECREATION

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
P&R 1	Groundskeeper	1985	7.35	7.60	7.84	8.10
	I	1986	7.76	8.02	8.27	8.55
P&R 2	Groundskeeper	1985	7.60	7.84	8.10	8.37
	II	1986	8.02	8.27	8.55	8.83
P&R 3	Groundskeeper	1985	8.37	8.62	8.93	9.21
	III	1986	8.83	9.10	9.42	9.72
P&R 4	Working	1985	8.93	9.21	9.53	9.85
	Foreman	1986	9.42	9.72	10.06	10.39
P&R 5	Mechanic	1985	9.21	9.53	9.85	10.18
		1986	9.72	10.06	10.39	10.74
P&R 6	General	1985	9.53	9.85	10.18	10.53
	Foreman	1986	10.06	10.39	10.74	11.11
Seasonal Laborer		1984	3.60	3.85	4.10	

Seasonal - Beach - Summer 1984

	1st Year	2nd Year	3rd Year	4th Year
Head Life Guard	4.40	4.60	4.80	
Lifeguard/Instructor	3.90	4.10	4.30	
Swim Aides	3.00	3.20	3.40	
Beach Police	3.50	3.70	3.90	
Temp. Life Guard	3.60	3.60	3.60	
Temp. Beach Police	3.35	3.35	3.35	
Sailing Instructor	4.40	4.40	4.40	
Beach Supervisor	5.10	5.30	5.50	5.80*

*Voted by Personnel Board 7/9/84

PART TIME/SEASONAL POSITIONS

Title*	Salary FY 1985
Inspectors - Gas	3,565
Wiring	7,130
Plumbing	3,715
Sealer of Weights and Measures	8.00/Hour
Veteran's Agent	5,200
Auxiliary Police Chief	1,400
Registrars of Voters	50
School Traffic Supervisors	3,244*
Substitutes	18.60/Day*
Special Police, Matrons	8.44/Hour*
Police Cadet - Interns	122.50/Week
Call Firefighters	8.44*
Part-time Dispatcher	6.01/Hour
Custodian	6.59/Hour
Divers - Regular	20.00/Hour
Under Ice	25.00/Hour
Town Carpenter	12.00/Hour

*Reflects adjustments made by Personnel Board since last Annual Town Meeting, effective July 1, 1984.

COMMENTS: This Article was inserted in the Warrant by the Personnel Board. The proposed amendment will bring the Wage and Salary Plan up to date with actions taken by the Personnel Board since the last Annual Town Meeting. It also reflects the labor settlements recently reached with the Firefighters Union, Police Union, Water Union, Clerical Union, Highway Union and Park & Recreation Union. The settlements are two-year agreements, except for the Water Union agreement which is a three-year contract. Negotiations with the Library Union are underway at this time. All settlements are reflected in the salary schedules and by footnotes to the schedules.

ARGUMENTS OPPOSED: The Finance Committee has not heard or discovered any.

ARGUMENTS IN FAVOR: This Article ratifies the actions taken by the Personnel Board in carrying out the duties specified in the Town's By-Laws and delegated to it by the Board of Selectmen.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 41, Sec. 108A

ARTICLE 8. INSTALL DRAINAGE - DAVELIN ROAD

Proposed by: Road Commissioners

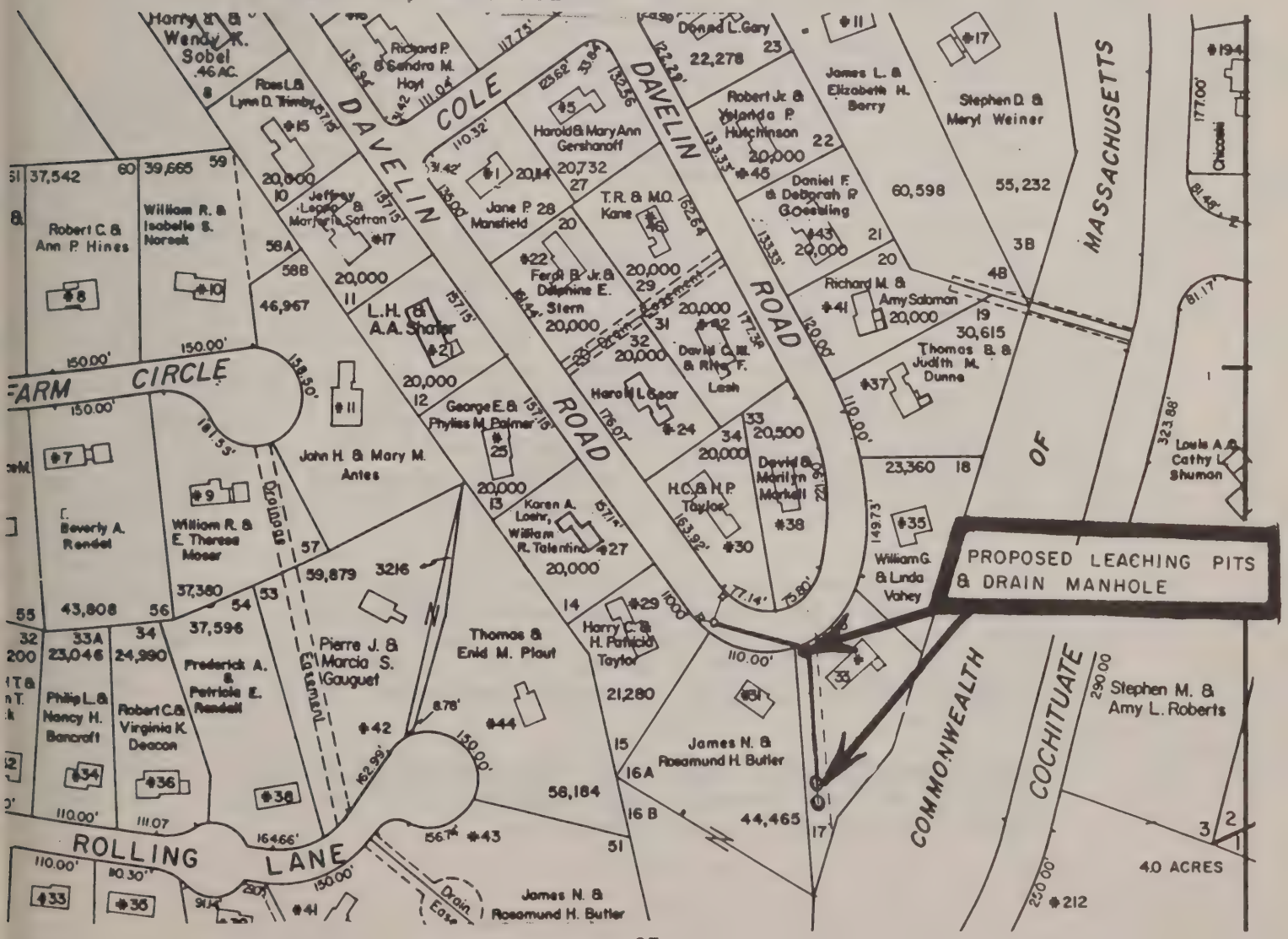
Estimated Cost: $6,000

Article 8. To see if the Town will appropriate the sum of $6,000 to be expended by the Road Commissioners to install two leaching pits and one drain manhole on an existing drain line within an easement owned by the Town near the easterly end of Davelin Road; and that such sum be provided by transfer of available funds in General Fund - Unreserved Fund Balance; or take any action relative thereto.

COMMENTS: The Road Commissioners will remedy a long-standing problem if this Article is approved. The original installation some thirty years ago comtemplated the disposal of stormwater through a pipe running uphill. Heavy overflows accumulate on abutters' property and on Davelin Road.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B



ARTICLE 9. LANDSCAPE MCMANUS PROPERTY

Proposed by: McManus Site Committee

Estimated Cost: $20,000

Article 9. To see if the Town will vote the sum of $20,000 to be expended by the McManus Site Committee for the purpose of landscaping and making improvements to the former McManus property according to the plan presented to the Town at the 1984 Annual Town Meeting; that such sum be provided by transfer of available funds in General Fund - Unreserved Fund Balance; and to authorize the McManus Site Committee on behalf of the Town to apply for and accept any State or Federal aid or aid from any other public or private sources for said purposes; or take any action relative thereto.

COMMENTS: Under this Article, the McManus Site Committee requests funding for landscaping of the former McManus property now owned by the Town, and located in Wayland Center at the intersection of Pelham Island Road West and Boston Post Road (Route 20). The parcel contains about 20,000 square feet of land.

The Committee completed an extensive study last spring, including an analysis of findings of the Metropolitan Area Planning Council, a traffic survey, and the Wayland Sidewalk Committee. A citizen contributed a landscaping plan. The proposed improvements include grading, partial demolition of the old foundation, placing of curbs or berms around the property, construction of a sidewalk and planting of grass and possibly shrubs.

The Committee submitted a request to the 1984 Annual Town Meeting to supply funds to complete the project. Because of the severe financial contraints facing the Town at the time, the Committee instead decided to attempt to raise the funds for this project through private donations. The Committee was successful in raising $15,000 for the completion of the project, $5,000 from new additional donors and $10,000 from the Sudbury Valley Trustees original grant. The flow of contributions has fallen off and it is doubtful that new donations of any size can be expected in the future.

The Committee estimates that the total cost of the project will be approximately $34,000, of which $15,000, as mentioned above, has been raised by private donation. The balance of the costs of the project, approximately $20,000, is being requested under this Article.

The Committee has requested consideration of this Article at the Special Town Meeting to allow early spring construction and planting.

ARGUMENTS OPPOSED: The Committee might raise additional funding from private sources if they waited another year or two.

ARGUMENTS IN FAVOR: Delays in implementing the plan might discourage future donors from participating in other public projects like this one. This parcel has been an eyesore in the center of Town for too long and should be resolved now. Further delay will not produce any foreseeable gains.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the public libraries in Cochituate and in Wayland Center, fourteen days at least before the time of holding said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk on or before October 29, 1984.

Given under our hands and seal this fifteenth day of October in the year one thousand nine hundred and eighty-four.

L. THOMAS LINDEN
LEWIS S. RUSSELL
MARCIA P. CROWLEY
W. H. IRVINE
CATHERINE W. SEILER

SELECTMEN OF THE TOWN OF WAYLAND

ROBERT S. SWAIN, JR.
JAMES F. BARRETT
KAREN E. BROTHERS
WALTER F. POPE
SHEILA BOES

FINANCE COMMITTEE

Posted 10-31-84
Constable Roy T. Mogan
Wayland, Ma.

APPENDIX A

REFER TO ARTICLES 2 & 3

Chapter 40, Section 15A

Transfer of land; procedure.

Whenever a board or officer having charge of land, including land acquired for playground purposes pursuant to the provisions of section fourteen of chapter forty-five, but excluding land acquired for park purposes, constituting the whole or any part of an estate held by a city or town within its limits for a specific purpose shall determine that such land is no longer needed for such purpose, whether such land was acquired before or after the effective date of this section and whether acquired by eminent domain, purchase, gift, devise or otherwise, such board or officer shall forthwith give notice of such determination to the city council of the city or the board of selectmen of the town. At any time after the receipt of such notice, the city council of the city by a two thirds vote of all its members, in the case of a city having a city manager, with the approval of said city manager, and in the case of other cities, with the approval of the mayor, or the town by a two thirds vote at a regular or special town meeting, may transfer the care, custody, management and control of such land to the same or another board or officer of the city or town for another specific municipal purpose, any provision of general or special law to the contrary notwithstanding; provided, that no such transfer shall be valid if it is in violation of any term or condition of the title of the city or town to such land.

APPENDIX B

REFER TO ARTICLES 2 & 3

Chapter 40, Section 3

Towns, power to hold, lease and convey property

A town may hold real estate for the public use of the inhabitants and may convey the same by a deed of its selectmen thereto duly authorized, or by a deed of a committee or agent thereto duly authorized; may by its selectmen let or lease for not more than ten years, on such terms as the selectmen determine, a public building or part thereof, except schoolhouses in actual use as such; may hold personal estate for the public use of the inhabitants, and alienate and dispose of the same; may hold real and personal estate in trust for the support of schools, and for the promotion of education, within the limits of the town; may receive, hold and manage any devise, bequest or gift for the establishment or equipment or memorials for properly commemorating the services of the soldiers, sailors, and marines who have served the country in war, and for the establishment or maintenance of any reading room for which it may grant money under the provisions of section five; and may make such orders as it may deem necessary or expedient for the disposal or use of its corporate property. All real estate or personal property of the town, not by law or by vote of the town placed in the charge of any particular board, officer or department, shall be under the control of the selectmen, except as is otherwise provided in this section or section nine.

Notwithstanding the other provisions of this section, with the approval of the commissioner of education, a city or town, with the approval of the school committee, may rent or lease surplus space in a school building in actual use to simultaneously house public or private, profit-making business or nonprofit organizations; provided, however, that such joint occupancy shall not interfere with educational programs being conducted in said building. The monies received from such rental or lease shall be kept separate and apart from other city or town funds in the city or town treasury by the treasurer and the principal and the interest thereon may be expended by the school committee without further appropriations for the upkeep of the facility in which such surplus space is located; provided, however, that any balance remaining in such account at the close of a fiscal year shall be paid into the General Fund of such city or town.

TOWN OF WAYLAND
Board of Selectmen
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